

Please note: this scale is not a clinical diagnostic instrument and is provided for educational purposes. It merely identifies some of the more common symptoms of burnout. If you have any concerns about your state of emotional health, you should consult with a mental health professional.

**INSTRUCTIONS:** In the last month, how often has the following been true for you?  
Write the number that fits your reality on the line before each question.

0 | Never    1 | Seldom    2 | Sometimes    3 | Often    4 | Always

1. I feel tired or sluggish much of the time, even when I'm getting enough sleep. \_\_\_\_
2. I find that I am easily annoyed by other people's demands & stories about their daily activities. \_\_\_\_
3. I feel detached, and like I don't really care about the problems and needs of other people. \_\_\_\_
4. I am having more and more trouble being interested in my work. \_\_\_\_
5. I feel sad. \_\_\_\_
6. I have become absent-minded. I forget appointments, deadline, and personal possessions. \_\_\_\_
7. I find myself avoiding people and don't even enjoy being around close friends and family members. \_\_\_\_
8. I feel drained; even routine activities are an effort. \_\_\_\_
9. I've been experiencing physical problems like stomachaches, headaches, lingering colds, and general aches and pains. \_\_\_\_
10. I have sleeping problems. \_\_\_\_
11. I have difficulty making decisions. \_\_\_\_
12. I feel burdened by responsibilities and pressures. \_\_\_\_
13. I have little enthusiasm for work and when I think about my work my feelings are mostly negative. \_\_\_\_
14. At work, I consistently fall short of expectations that I have for myself or that others have for me. I'm less efficient than I feel I should be. \_\_\_\_
15. I've been eating more (or less), smoking more cigarettes, or using more alcohol or drugs. \_\_\_\_
16. I feel like I can't solve the problems assigned to me at work. \_\_\_\_
17. I feel like my work is insignificant/doesn't make a difference. \_\_\_\_
18. I feel "used" and unappreciated at work. \_\_\_\_
19. I get easily frustrated and irritable over small inconveniences. \_\_\_\_
20. I have trouble concentrating and completing tasks at work. \_\_\_\_
21. I feel like I have too much (or too little) to do at work. \_\_\_\_
22. I work long hours (more than 10/day) or don't have at least 1 day off work each week. \_\_\_\_
23. I find myself involved with conflicts at work or with family. \_\_\_\_
24. I have trouble caring about whether I complete my work or do it well. \_\_\_\_
25. I feel like my coworkers are largely incompetent/not doing their jobs well. \_\_\_\_

**TOTAL SCORE:** \_\_\_\_\_

**INTERPRETATION GUIDELINES****0 - 25:**

A score in this range suggests that you're probably in good shape and experiencing little burnout.

**26 - 50:**

A score in this range suggests that you may be experiencing low to moderate degree of burnout.

**51 - 75:**

A score in this range suggests that you may be experiencing moderate to high degree of burnout.

**76 - 100:**

A score in this range suggests that you may be experiencing a very high degree of burnout.